

A large, thin, light-brown arc curves from the top right towards the bottom right of the page. A solid green rectangle is positioned in the top left corner. A thin grey line extends from the bottom right corner of the green rectangle, crossing the arc and ending at a small yellow square. Another thin grey line extends from the bottom right corner of the yellow square, crossing the arc and ending at another small yellow square. The text of the title is centered between these two yellow squares.

**Use of Leave
by 50+ Workers
for Family and
Medical Reasons**

February 2007



USE OF LEAVE BY 50+ WORKERS FOR FAMILY AND MEDICAL REASONS

FEBRUARY 2007

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AARP collected the data for this study through an online survey administered by Harris Interactive. Thanks go to the following AARP staff members who provided input for this study: Evelyn Morton, Margaret Hostetler, Amy Shannon, and Sarah Pierce. The report was prepared by S. Kathi Brown, AARP Strategic Issues Research. For additional information, contact S. Kathi Brown at (202) 434-6296.

EXECUTIVE SUMMARY

AARP commissioned this nationally representative survey in order to examine the extent to which workers ages 50 and older take time off from work for family and medical reasons and to explore the value of the Family and Medical Leave Act (FMLA) to this growing segment of the labor force. Conducted from January 3 to January 10, 2007, the survey includes responses from a total of 1,356 workers ages 50+ who are likely to be eligible for FMLA leave based on criteria such as their work schedule and their employer's size.

Key Findings

The majority (58%) of workers ages 50+ who are likely to be eligible for FMLA leave reported that they have taken time off from work during the past five years for a medical- or family-related reason such as their own serious health condition, caring for a family member with a serious health condition, the birth of a child, or caring for a newborn.¹ Nearly half (47%) of respondents reported having taken time off for their own serious health condition while one in four (25%) reported having taken leave to take care of a family member with a serious health condition.

When asked about their *longest continuous period* of time off from work during the past five years for any of these reasons, nearly one in four (23%) respondents reported that their longest period of time off was less than one week, while nearly one in five (19%) have taken off at least five consecutive weeks or longer. Women were more likely than men to have taken longer periods of leave, just as lower-income respondents were more likely than higher-income respondents to report longer periods of leave.

The majority (69%) of leave takers estimated that they have taken a total of no more than four weeks of time off for family or medical reasons during any one 12-month period. Nearly half (48%) of leave takers indicated that they usually took at least three or more consecutive days of leave while just over one in ten (11%) indicated that they usually took off less than one full day at a time.

Encouragingly, the vast majority of respondents reported that they have been able to take all of the medical- or family-related time off that they have requested within the past five years. The most common reasons for taking less leave than requested related to lack of employer permission, concerns about job security, the perception of being too busy to take leave, and concerns about loss of pay.

Awareness of FMLA is very high among workers ages 50+. More than nine in ten (91%) respondents readily reported that they were aware of this law after reading a brief description of it. Awareness varied based on household income and age, however. For example, just over three in four (77%) respondents with household incomes under \$25,000 were aware of the law.

The vast majority of respondents also perceive FMLA as personally important to them. Specifically, nearly nine in ten (88%) respondents indicated that they view the protections provided by FMLA as personally important. Although a majority of respondents-- regardless of gender, age, or income level -- view FMLA as personally important to them, women and respondents with household incomes under \$150,000 were the most likely to perceive the FMLA protections as important.

¹ In this report, the term "leave taker" is used to refer to respondents who reported having taken time off during the past five years for at least one of the family- or medical-related reasons identified above regardless of whether the leave was FMLA leave or another type of leave. Many of these "leave takers" did not characterize their leave as FMLA leave.

Despite high overall awareness of FMLA and the fact that the majority (58%) of survey respondents have taken at least some time off for family- or medical-related reasons within the past five years, only nine percent of respondents (or 15% of leave takers) reported that any of the time taken was FMLA leave. Higher-income leave takers were more likely than lower-income leave takers to indicate that the time they took off for family or medical reasons was leave *other than* FMLA, such as sick leave, vacation leave, paid time off, or disability leave. In contrast, lower-income leave takers were more likely than those with higher incomes to indicate that they *did not know* whether they took FMLA leave or another type of leave.

Compared to leave takers who have not used FMLA leave, FMLA leave takers reported having taken more time off. For example, within the past five years, nearly one in three (32%) FMLA leave takers have taken off a total of at least nine weeks during a 12-month period for a family or medical reason, whereas only 16 percent of non-FMLA leave takers have done so.

Although only a small minority of respondents report having taken FMLA leave within the past five years, their responses suggest that the protections granted by FMLA have been instrumental in enabling a certain segment of the workforce to address serious health problems and/or caregiving responsibilities while retaining their jobs. Specifically, when FMLA leave takers were asked to speculate about the steps that they would have taken if they had not received FMLA leave, approximately one in ten (11%) indicated that they would have had to quit their job or would have lost their job while another 14 percent reported that they would have either taken less time off (7%) or would have reduced their work schedule or tried to work from home (7%).

BACKGROUND

This survey of workers ages 50+ was conducted from January 3, 2007 to January 10, 2007 in an effort to gauge the value of the Family and Medical Leave Act (FMLA) to workers ages 50+ by examining the extent to which workers ages 50+ who are likely to be FMLA-eligible take leave from work for family and medical reasons, are aware of the FMLA, and use FMLA leave.

The survey findings presented below include responses from a total of 1,356 workers ages 50+ who, based on their responses to a series of screening questions tailored to assess FMLA eligibility, appear either to be currently eligible for FMLA leave or to have been eligible for FMLA leave during the past five years.

The survey began with some general questions about the extent to which workers ages 50+ who are likely to be FMLA-eligible have taken leave over the past five years for reasons that are likely to be covered under FMLA. Subsequent to this general overview of leave taken for family- and medical-related reasons during the past five years, the survey explores awareness of the Family and Medical Leave Act itself, worker sentiments regarding the importance of the Act, and whether the time off taken by respondents during the past five years was FMLA leave or another type of leave.

KEY FINDINGS

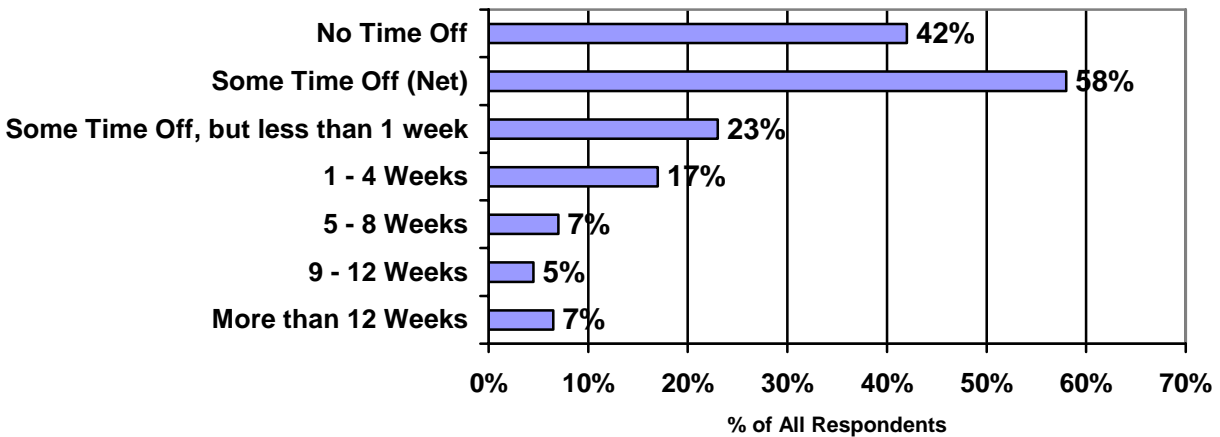
Longest Continuous Period of Time Off During Past Five Years

More than half (58%) of respondents reported that they have taken time off from work during the past five years for a medical- or family-related reason such as their own serious health condition, caring for a family member with a serious health condition, the birth of a child, or caring for a newborn.² Slightly more than four in ten (42%) respondents indicated that they have taken no time off within the past five years for these reasons.

When asked about their *longest continuous period* of time off from work during the past five years for a medical or family reason, nearly one in four (23%) respondents reported that their longest period of time off was less than one week, while approximately one in six (17%) indicated that they have taken off at least one consecutive week but no more than four consecutive weeks for such a reason. Nearly one in five (19%) have taken off at least five consecutive weeks or longer.

² In this report, the term “leave taker” is used to refer to respondents who reported having taken time off during the past five years for at least one of the family- or medical-related reasons identified above.

**Longest Continuous Period of Time Off
For Any Medical-or Family-Related Reason (n=1,356)**



Q500. “Within the past 5 years, what is the longest continuous period of time that you have taken off from work all at once for each of the following reasons? (for your own serious health condition; to care for a spouse, parent, son, or daughter with a serious health condition; for the birth of a child or to adopt a child; to take care of a newborn, a newly adopted child, or a newly placed foster child)”

Note: The “Some Time Off (Net)” bar represents the sum of the percentages in the five subsequent bars. The sum of the five percentages appears higher than the “Some Time Off (Net)” percentage due to rounding.

Demographic Differences: Longest Period of Time Off For a Family/Medical Reason

Women were more likely than men to report having taken longer periods of leave for family or medical reasons, just as lower-income respondents were more likely than higher-income respondents to report longer periods of leave.

Specifically, while approximately one in five (21%) women indicated that they have taken off at least five consecutive weeks for a family or medical reason, only one in seven (14%) men have done so. Similarly, slightly more than one in five (23%) respondents with household incomes under \$50,000 reported having taken off a period of at least five weeks, compared to only one in seven (14%) respondents with household incomes of \$50,000 or more.

The need to address their own serious health condition was the reason most frequently identified by respondents for taking such leave, followed by the need to care for a family member with a serious health condition. Specifically, nearly half of respondents (47%) reported having taken time off during the past five years for their own serious health condition while one in four (25%) reported having taken leave to take care of a family member with a serious health condition. As might be expected, very few 50+ workers reported having taken leave in the past five years for the birth of a child (3%) or to take care of a newborn (3%). Of those who took leave for the birth of a child or to care for a newborn, most indicated that the leave was for both of these reasons.

More than one in four (28%) respondents indicated that they have taken off a period of at least one week or longer for their own serious health condition. Approximately one in ten (11%) respondents reported having taken off a period of at least one week or longer to take care of a family member with a serious health condition. Very few – only two percent of respondents – have taken off at least one week or longer for the birth of a child (2%) or to take care of a newborn (2%).

Longest <u>Continuous</u> Period of Time Off for Medical -or Family-Related Reasons Within Past Five Years Base: All Respondents (n=1,356)							
	No Time Off	Some Time Off - Net	Less than 1 week	1 -4 weeks	5- 8 weeks	9- 12 weeks	More than 12 weeks
For your own serious health condition (n=1,356)	53%	47%	19%	13%	6%	4%	5%
To care for a spouse, parent, son, or daughter with a serious health condition (n=1,356)	75%	25%	14%	8%	1%	*	1%
To take of a newborn and/or for the birth of a child (NET) (n=1,356)	97%	3%	1%	1%	1%	1%	*
To take care of a newborn, a newly adopted child, or a newly placed foster child (n=1,356)	97%	3%	1%	1%	1%	*	*
For the birth of a child or to adopt a child (n=1,356)	97%	3%	1%	*	*	1%	*
For any of the above reasons** (n=1,356)	42%	58%					

Q500. "Within the past 5 years, what is the longest continuous period of time that you have taken off from work all at once for each of the following reasons? We are interested in the longest continuous period of time off from work, regardless of whether it included paid time off or unpaid time off. Please do not count time off for vacation/pleasure or due to unemployment." All percentages are calculated from the base of all respondents (n=1,356). The percentages in the "some time off-net" column represent the sum of the percentages in all five columns to the right; however, the five percentages do not always appear to total to the "net" percentage due to rounding.

* Less than 0.5 percent.

** The last row in the table displays the percentage of all survey respondents who reported having taken time off within the past five years for one or more of the above family- or medical-related reasons. The 58% of respondents who have taken time off for one or more reasons is less than the sum of the % of respondents who took time off for each reason because some respondents took time off for multiple reasons.

Demographic Differences: Time Off for Your Own Serious Health Condition³

Workers ages 50-54 were more likely than workers ages 55 and older to report having taken a period of nine or more weeks off for a serious health condition. Specifically, while more than one in ten (12%) workers ages 50-54 reported taking off a period of at least nine weeks for a serious health condition, only six percent of workers ages 55+ indicated that they have taken as much time off for this reason.

Demographic Differences: Time Off to Care for a Spouse, Parent, Son, or Daughter

Women ages 60 and older were more likely than men ages 50 and older to report having taken off a period of more than 12 weeks to care for a family member with a serious health condition.⁴ Specifically, five percent of women ages 60+ have taken off a period of more than 12 weeks for this reason, while only one percent of men ages 50 and older have taken off this long to care for a family member.

Demographic Differences: Time Off For the Birth of a Child/to Adopt a Child or to Care for a Newborn/a Newly Adopted Child

Higher-income respondents were more likely than those with lower incomes to indicate having taken time off for the birth of a child (or to adopt a child) or to take care of a newborn (or a newly adopted child) during the past five years.

Specifically, five percent of respondents with household incomes of \$100,000 or more (and eight percent of those with household incomes of \$150,000 or more) reported taking time off for the birth of a child or to adopt a child, compared to just two percent of respondents with household incomes under \$100,000. Similarly, likelihood to have taken time off to care for a newborn or a newly adopted child also increased with income. Specifically, seven percent of respondents with household incomes of \$150,000 or more indicated that they have taken time off for this reason within the past five years, compared to only two percent of respondents with lower household incomes.

Duration of Serious Health Conditions

Of those respondents who took time off for *their own* serious health condition, one in four (25%) described their condition as a long-term health condition that lasted six months or more, while more than one half (57%) described their condition as a short-term condition with a duration of less than six months. Fewer than one in ten (7%) reported that they took time off for both a short-term condition as well as a long-term condition.

Of respondents who took leave to *care for a family member* with a serious health condition, more than one in three (36%) described their family member's condition as a long-term health condition that lasted six months or more, while more than two in five (44%) described the family member's

³ This report examines the extent to which responses to key survey questions varied by certain respondent demographics including gender, age, and household income. Unless otherwise noted, only statistically significant differences are noted. If no differences based on gender, age and/or income are noted for a particular topic, the responses to that particular question did not vary significantly based on those demographics.

⁴ Although survey results indicated that women ages 60+ were more likely than men ages 50+ to have taken off more than 12 weeks to care for a family member with a serious health condition, the survey findings did *not* indicate that the likelihood of women ages 50-59 to have taken off more than 12 weeks to care for a family member differed significantly from that of either women ages 60+ or all male respondents. Therefore, the survey results do *not* support a broader generalization that women ages 50+ are more likely than men ages 50+ to have taken off more than 12 weeks to care for a family member.

condition as a short-term condition with a duration of less than six months. Slightly more than one in ten (12%) reported that their family member's serious health conditions included both a short-term condition as well as a long-term condition.

Demographic Differences

Among respondents who took leave to care for a family member with a serious health condition, those with higher household incomes were more likely than those with lower incomes to describe the family member's serious health condition as a short-term condition that lasted less than six months. Specifically, six in ten (60%) of these leave takers with household incomes of \$100,000 or more and nearly half (47%) of those with household incomes between \$50,000 and \$99,000 described their family member's serious health condition as a short-term condition that lasted less than six months, compared to approximately one in four (26%) leave takers with household incomes under \$50,000.

In contrast, leave takers with household incomes under \$50,000 (23%) were more likely than those with household incomes of \$100,000 or more (5%) to report having taken leave to care for family members with *both* short-term *and* long-term conditions.

Length of Typical Leave

When asked how many consecutive days of time off they *usually* took when taking leave for these family and medical-related reasons over the past five years, nearly half of leave takers (48%) reported that they usually took at least three or more consecutive days of leave. Slightly more than one in three (35%) leave takers estimated that they usually took no more than one or two consecutive days off, and approximately one in ten (11%) leave takers reported usually taking off less than one full day at a time. Another six percent indicated that they were not sure of the number of consecutive days that they typically took off.

Demographic Differences

Leave takers ages 55-64 were more likely than those ages 50-54 to report that they typically took off less than one full day at a time. Specifically, 14 percent of leave takers ages 55-59 and 17 percent of leave takers ages 60-64 indicated that they typically took off less than one full day at a time whereas only seven percent of leave takers ages 50-54 reported that they typically took off less than one full day.⁵

Women and leave takers with relatively low household incomes were more likely than other leave takers to indicate that they *did not know* the number of consecutive days that they usually took off. For example, eight percent of women –compared to three percent of men—reported that they were not sure of the typical number of days that they took off. Furthermore, of leave takers with household incomes under \$50,000, ten percent indicated that they were not sure of the number of days that they typically took off, whereas only four percent of those with household incomes between \$50,000 and \$99,000 and one percent of those with incomes of \$100,000 or more expressed such uncertainty.

⁵ Leave takers ages 65+ were not examined separately due to the small number of respondents ages 65+ who reported taking leave.

Most Time Off Taken in 12 Months

The majority (69%) of respondents who have taken family- or medical-related leave during the past five years estimated that they have taken a total of no more than four weeks of time off for such reasons during any one 12-month period. However, one in five (20%) leave takers have taken a total of 5 to 12 weeks of time off and approximately one in ten (11%) have taken off a total of more than 12 weeks in one 12-month period.

Most Time Off Taken in 12 Months (including Nonconsecutive Periods) Base: Respondents Who Took Time Off In Past 5 Years for Family /Medical Reasons (n=802)	
31%	Less than 1 week in total during a 12-month period
38%	1 - 4 weeks
13%	5 - 8 weeks
7%	9 - 12 weeks
4%	13 - 16 weeks
7%	More than 16 weeks

Q530. “Within the past 5 years, what is the most amount of time that you have taken off from work during a 12-month period of continuous employment [for family- / medical-related reasons that respondent identified earlier]. Please add up all different instances of time taken off in a 12 month period, even if you did not take the time off all at once. (For example, if during one 12-month period, you took 4 weeks off to care for a spouse, returned to your job, and then later took 2 weeks off for your own serious health condition, that would count as a total of 6 weeks of time off. Count paid time off as well as unpaid time off. Please do not include time off for vacation or pleasure or due to unemployment.)”

Demographic Differences

Overall, respondents with lower household incomes reported having taken greater amounts of time off for family or medical reasons within a 12-month period than did respondents with higher household incomes. Specifically, approximately one in six (17%) leave takers with household incomes under \$50,000 reported having taken a total of more than 12 weeks of leave within a 12-month period, compared to only 1 in 14 (7%) leave takers with household incomes of \$50,000 or more.

Reports of the most amount of leave taken within a 12-month period also varied somewhat by respondent age. For example, leave takers ages 50-54 were less likely than older leave takers to report that they had taken off no more than a total of four weeks in a 12-month period within the past five years for a family or medical reason. Specifically, fewer than two in three (64%) leave takers ages 50-54 reported having taken no more than four weeks of leave in a 12-month period, compared to three in four (75%) leave takers ages 55-59.⁶

⁶ Nearly three in four (73%) leave takers ages 60+ reported that they had taken off no more than four weeks in a 12-month period. However, due to the relatively small number of leave takers ages 60+ in the sample, this 73 percent figure is not statistically different from the 64 percent of leave takers ages 50-54 who reported having taken off no more than four weeks in a 12-month period.

More than nine in ten (91%) leave takers reported that they took the above-mentioned leave while employed by their current employer. Of the few leave takers who took the leave from another employer rather than from their current employer, the majority (63%) reported that the employer from which they took the leave employed at least 50 employees. This suggests that the overwhelming majority of those who took the above leave were eligible for FMLA leave during the 12-month period in which they took the leave.

Requests for Leave

Encouragingly, the vast majority of workers ages 50+ who are likely to be FMLA-eligible report that they have been able to take all of the medical- or family-related time off that they have requested within the past five years. Specifically, of respondents who requested time off for their own serious health condition within the past five years, 95% were granted all of the time off that they requested. Similarly, of those who requested time off to care for a family member with a serious health condition, 88% received all of the requested time off.

Among those respondents who were unable to take all of the time off that they requested, the most common reasons related to lack of employer permission, respondent concerns about job security, respondent perception that he/she was too busy to take leave, and concerns about loss of pay.

Awareness of FMLA and Importance

Awareness of FMLA is very high among workers ages 50+. Specifically, when asked if they are aware that a law called the Family and Medical Leave Act requires employers of a certain size to allow certain employees to take up to 12 weeks of unpaid leave in a 12-month period for family or medical reasons, more than nine in ten (91%) respondents readily reported that they are aware of this law. Furthermore, half (50%) of FMLA-aware respondents indicated that they first learned of FMLA through their employer while approximately one in four (28%) first learned of it through the media. Relatively few FMLA-aware respondents indicated that they first learned of FMLA through sources such as coworkers (5%), family or friends (3%), or their doctor or health care provider (1%).

Demographic Differences: Awareness of FMLA

Reported awareness of FMLA increased with household income. Specifically, while slightly more than eight in ten (84%) respondents with household incomes under \$50,000 (and only 77% of respondents with household incomes under \$25,000) indicated that they are aware of FMLA, more than nine in ten (93%) respondents with incomes over \$50,000 indicated that they are aware of the law.

Likelihood to have first learned about FMLA through a health care provider increased with age. Specifically, respondents ages 65+ (7%) were more likely than respondents ages 50-64 (1%) to report first learning of FMLA through their doctor or health care provider.

After reading a basic description of the rights granted by FMLA, two in three (66%) respondents indicated that it is personally “very important” to them to know that FMLA requires employers to provide this time off and nearly nine in ten (88%) indicated that this is either “very” or “somewhat” important to them personally.

Demographic Differences: Importance of FMLA

Although a majority of respondents—regardless of gender, age, or income level—view FMLA as personally “very” or “somewhat” important to them; reported levels of awareness did vary by gender, age, and income. For example, women and respondents with household incomes under \$150,000 were the most likely to perceive the FMLA protections as important to them.

Specifically, while over nine in ten (93%) women ages 50+ described FMLA as personally either “very” or “somewhat” important to them, only 84 percent of men ages 50+ expressed this view. Men ages 60+ (76%) were the least likely to view FMLA as personally important to them, while men ages 50-59 (87%) were more likely to express this view.

The vast majority of respondents with household incomes under \$150,000 indicated that the law is important to them; however, respondents with incomes of \$150,000 or more were less likely to feel this way. Specifically, nine in ten (90%) respondents with household incomes under \$150,000 described the law as personally important to them, compared to fewer than eight in ten (78%) respondents with household incomes of \$150,000 or more.

Use of FMLA Leave

As previously mentioned, the majority (58%) of survey respondents reported that they have taken at least some time off for family- or medical-related reasons within the past five years. However, only nine percent of survey respondents (or 15% of leave takers) reported that any of the time off taken was FMLA leave.

Demographic Differences

Higher-income leave takers (those with household incomes of \$50,000 or more) were more likely than lower-income leave takers (those with household incomes under \$50,000) to indicate that the time they took off for family or medical reasons was leave *other than* FMLA, such as sick leave, vacation leave, paid time off, or disability leave. In contrast, lower-income leave takers were more likely than those with higher incomes to indicate that they *did not know* whether they took FMLA leave or another type of leave.

For example, more than nine in ten (91%) leave takers with household incomes of \$50,000 or more who took time off for their own serious health condition indicated that they took leave *other than* FMLA leave as did close to nine in ten (86%) higher-income leave takers who took time off to care for a family member. In comparison, closer to eight in ten (82%) leave takers with household incomes under \$50,000 who took time off for their own serious health condition and fewer than six in ten (56%) lower-income leave takers who took time off to care for a family member reported that they took leave *other than* FMLA leave.

Lower-income leave takers were also less likely than those with higher incomes to know whether the leave that they had taken within the past five years for a family or medical reason was actually FMLA leave. For example, of leave takers with household incomes under \$50,000 who took leave within the past five years due to their own serious health condition, eight percent *did not know* whether they had taken FMLA leave or another type of leave. In contrast, of leave takers with household incomes of \$50,000 or more who had taken leave for a serious health condition, only two percent *did not know* whether the leave had been FMLA leave or another type of leave.

Moreover, of leave takers with household incomes under \$50,000 who had taken leave to care for a family member with a serious health condition, approximately one in four (26%) did not know whether the leave had been FMLA leave or another type of leave. In comparison, of leave takers with household incomes of \$50,000 or more who took leave to care for a family member, only eight percent expressed such uncertainty.

FMLA Leave Takers Compared to Other Leave Takers

Awareness of FMLA is higher among FMLA leave takers than among those who have not taken FMLA leave. Specifically, while virtually all (98%) of FMLA leave takers immediately reported that they are aware of FMLA after reading a brief description of it, only 90 percent of non-FMLA leave takers indicated that they are aware of the law.

Compared to leave takers who have not used FMLA leave, FMLA leave takers reported having taken more time off. For example, nearly two in ten (19%) FMLA leave takers reported that they have taken at least 12 or more consecutive weeks off from work within the past five years for a family or medical reason, compared to fewer than one in ten (9%) non-FMLA leave takers. In contrast, non-FMLA leave takers (44%) were more than three times as likely as FMLA leave takers (14%) to report that the longest period of uninterrupted leave that they have taken off within the past five years has been less than one week. FMLA leave takers (33%) were also less likely than non-FMLA leave takers (49%) to report that they usually took off no more than 2 days in a row when taking leave for family- or medical-related reasons.

Furthermore, when adding up all of the time that they took off for a family- or medical-related reason in a 12-month period, FMLA leave takers reported taking off more time in total during 12 months than did non-FMLA leave takers. Specifically, nearly one in three (32%) FMLA leave takers have taken off a total of at least nine weeks during a 12-month period for a family or medical reason, whereas only 16 percent of non-FMLA leave takers have done so.

FMLA Leave Takers Compared to Leave Takers Who Have <u>Not</u> Taken FMLA Leave			
	FMLA Leave Takers* (n=133)	Leave Takers Who Have <u>Not</u> Taken FMLA Leave* (n=621)	Total Leave Takers* (n=782)
Longest Continuous Period of Time Off in 5 Years for Family/Medical Reasons			
Less than 1 week	14%	44%	39%
1- 4 weeks	36%	30%	30%
5 – 8 weeks	19%	11%	12%
9 weeks or more (Net)	32%	16%	19%
9- 12 weeks	13%	7%	8%
More than 12 weeks	19%	9%	11%
	100%	100%	100%
# of Consecutive Days Usually Taken Off			
Usually less than 1 full day at a time	9%	11%	11%
Usually no more than 1 – 2 days in a row	24%	38%	35%
Usually at least 3 or more days in a row	55%	48%	48%
Not sure	12%	3%	6%
	100%	100%	100%
Most Time Taken Off in 12 Months for Family/Medical Reasons (Including Nonconsecutive Periods)			
Less than 1 week	14%	32%	31%
1 – 4 weeks	41%	39%	38%
5 – 8 weeks	14%	13%	13%
9 weeks or more	32%	16%	18%
	100%	100%	100%

*Leave classification is based on survey respondents' answers related to leave that they have taken during the past five years for family- or medical-related reasons. Leave takers who did not know whether they had taken FMLA leave or another type of leave are not included in either the "FMLA Leave Taker" column or the "Leave Takers Who Have Not Taken FMLA Leave" column. The "Total Leave Takers" column includes all respondents who reported having taken leave for family or medical reasons regardless of the type of leave. Percentages do not always sum to 100% due to rounding.

Expected Action if FMLA Leave Had Not Been Granted

When asked to speculate about the steps that they would have taken if they had not received FMLA leave, the majority (64%) of FMLA leave takers indicated that they would have probably taken the same amount of time off using other leave such as vacation leave or disability leave. Additionally, another 14 percent reported that they would have either taken less time off (7%) or would have reduced their work schedule or tried to work from home (7%). However, approximately one in ten (11%) FMLA leave takers suspected that they would have had to quit their job or would have lost their job in the absence of FMLA protections.

Expected Action if FMLA Leave Had Not Been Granted Base: FMLA Leave Takers (n=133)	
64%	You would have taken the same amount of time off, but would have used other leave instead of FMLA leave (vacation leave or sick leave, paid time off (PTO), short-term or long-term disability leave, or other leave)
11%	You would have lost your job or quit your job
7%	You would have taken less time off
7%	You would not have taken time off, but would have reduced your work schedule and/or or tried to work from home
3%	Other
8%	Not sure

Q580. "If you had not been able to take FMLA leave, which one of the following best describes what you think would have happened? Please select one."

CONCLUSIONS AND IMPLICATIONS

Encouragingly, awareness of the Family and Medical Leave Act is high among workers ages 50+ who are likely to be eligible for FMLA leave. Furthermore, the ability to take time off from work for family and medical reasons is clearly of importance to this group. For example, not only do the overwhelming majority of respondents describe the FMLA protections as important to them, but the majority of respondents report having taken leave within the past five years for reasons similar to those covered under FMLA.

The fact that nearly ten percent of respondents report having used FMLA leave within the past five years is a promising sign that the Act has made a difference. FMLA's impact appears particularly compelling when reviewing the findings from the approximately one in four FMLA leave takers who indicated that they might have lost their job (11%), taken less time off (7%), or taken no time off (7%) in the absence of this leave. These findings suggest that the protections provided by FMLA have been instrumental in helping a segment of the 50+ workforce address serious personal health problems and/or caregiving responsibilities and retain their jobs while doing so.

The lower awareness of FMLA among leave takers who have not used FMLA leave within the past five years suggests that additional education about FMLA may help more workers take advantage of the protections granted by this Act.

METHODOLOGY

This survey was administered by Harris Interactive from January 3 to January 10, 2007 using its online panel. In an effort to restrict the survey to those individuals ages 50 and older who are most likely to be eligible for leave under FMLA, survey invitations were sent only to panel members who were classified as full-time workers (excluding self-employed individuals) according to Harris Interactive's panel data. Respondents were screened further to ensure that they were currently working at least 25 hours per week for an employer that employs at least 50 workers within 75 miles of the respondent's work site, that they were not self-employed, and that they either had been with their current employer for at least one year or had been employed for a continuous period of at least 12 months within the past five years.

A total of 1,356 individuals completed the survey. Results were weighted by gender, age, education, household income, race/ethnicity, region, hours worked per week, and sector to be nationally representative of U.S. workers ages 50+ (excluding self-employed workers) who work at least 25 hours per week. Propensity score weighting was also applied to adjust for respondents' propensity to be online. Because this survey was administered using a panel rather than a pure probability sample, no theoretical sampling error can be calculated.⁷

⁷ While weighting improves the representativeness of the data, it also increases the amount of variability in the responses. The increase in variation that comes from weighting the data leads to a reduction in the power of any statistical test. Although a total of 1,356 respondents are included in the results of this survey and represent the actual base, the increase in variation caused by the weighting reduces the effective base of the survey to 627. If this survey were based on a pure probability sample with an effective base of 627, one could say with a 95 percent probability that the overall results have a sampling error of +/- 3.9 percentage points. However, this online sample is a not pure probability sample because it is a volunteer panel. Therefore, no theoretical sampling error can be calculated.

ANNOTATED QUESTIONNAIRE

For each question, the percentages below represent the percentage of qualified respondents who selected each response. These percentages exclude respondents who did not qualify for the survey based on their responses to screening questions. See methodology description on previous page for an explanation of sampling strategy and criteria used to screen respondents.

NOTE: An asterisk (*) appearing next to a response option indicates that less than one half percent (0.5%) of respondents selected that response option. A dash (-) means that no respondents selected that response option.

SECTION – SCREENING QUESTIONS

BASE: ALL QUALIFIED RESPONDENTS (n=1,356)

Q410 Which of the following best describes your current employment status? Please select one.

- 95% Employed full time as a paid employee (not including self-employment)
- 5% Employed part time as a paid employee (not including self-employment)

BASE: EMPLOYED FULL OR PART TIME (Q410/1 OR 2) (n=1,356)

Q415 Do you currently work as a paid employee in two or more jobs and currently have two or more different employers?

- 7% Yes
- 93% No

BASE: HAVE TWO OR MORE DIFFERENT EMPLOYERS (Q415/1) (n=113)

Q420 About how many hours do you currently work during an average week for your primary employer? (By primary employer, we mean the employer for which you work the most hours during an average week. Please do not add up all the time that you work for two or more different employers. Your best guess is fine.)

- Fewer than 25 hours per week [TERMINATE]
- 13% At least 25, but fewer than 35 hours per week
- 87% 35 hours or more

BASE: ONLY ONE EMPLOYER/DOES NOT HAVE 2 or More (Q415/2) (n=1,243)

Q425 About how many hours do you currently work during an average week? (Your best guess is fine.)

- Fewer than 25 hours per week [TERMINATE]
- 5% At least 25, but fewer than 35 hours per week
- 95% 35 hours or more

BASE: WORK AT LEAST 25 HOURS PER WEEK (if more than 1 employer: for primary employer) (Q420/2 OR 3) OR (425/2 OR 3) (n=1,356)

Q430 For this survey, “employer” refers to the organization that pays you or signs your paycheck. If you work for an organization such as a consulting firm and you are currently working at a location other than the consulting firm’s office (such as at a customer’s office or a remote job site), your “employer” would be the consulting firm if the consulting firm pays you or signs your paycheck.

If you have more than one employer, your “primary employer” is the employer for which you work the most hours during an average week. For the rest of this survey, please refer to your “primary employer” when asked about your current employer.

If you have only one employer, this one employer is your “primary employer.”

How many employees currently work for your primary employer at the location at which you work? Please include permanent workers and temporary/contract workers. Your best guess is fine.

- 7% Less than 50 employees
- 93% 50 or more employees

BASE: LESS THAN 50 EMPLOYEES AT WORK LOCATION (430/1) (n=96)

Q435 Does your primary employer currently have employees at other locations within roughly 75 miles of your work location?

- 100% Yes [CONTINUE TO Q445]
- No [TERMINATE]

BASE: OTHER EMPLOYEES WITHIN 75 MILES (Q435/1) (n=96)

Q445 Including employees at your work location and employees who work within roughly 75 miles of your work location, how many employees in total currently work for your primary employer in this 75-mile area? Please include permanent workers and temporary/contract workers. Your best guess is fine.

- Less than 50 employees [TERMINATE]
- 100% 50 or more employees [CONTINUE TO Q460]

BASE: WORKS 25+ HOURS FOR ONE EMPLOYER WITH 50+ EMPLOYEES [{Q430/2} OR {Q445/2}] (n=1,356)

Q460 How long have you been employed by your primary employer? (If you work for more than one employer, remember that your “primary” employer is the employer for which you work the most hours during an average week.)

- 9% Less than 1 year
- 12% 1 year to less than 3 years
- 9% 3 years to less than 5 years
- 20% 5 years to less than 10 years
- 24% 10 years to less than 20 years
- 26% 20 years or more

BASE: EMPLOYED LESS THAN 1 YEAR BY PRIMARY EMPLOYER (460/1) (n=106)

Q465 Within the past five years, which of the following represents your longest period of continuous employment with the same employer? By continuous employment, we mean a time period during which you worked continuously for the same employer without any periods of unemployment. A period of continuous employment may include any days that you took off for vacation, sick leave, or disability leave as long as you were still officially employed by the employer during this time.

- Less than 1 year [TERMINATE]
- 44% 1 year to less than 3 years
- 56% 3 years or more

SECTION – MAIN QUESTIONNAIRE

BASE: ALL QUALIFIED RESPONDENTS (Q470/1) (n=1,356)

Q500 Within the past 5 years, what is the longest continuous period of time that you have taken off from work all at once for each of the following reasons? We are interested in the longest continuous period of time off from work, regardless of whether it included paid time off or unpaid time off. Please do not count time off for vacation/pleasure or due to unemployment. Please check one box in each row.

[COLUMNS]

- | | |
|---|-------------------------------------|
| 1 | No time off |
| 2 | Some time off, but less than 1 week |
| 3 | 1 - 4 weeks |
| 4 | 5 – 8 weeks |
| 5 | 9-12 weeks |
| 6 | More than 12 weeks |

[ROWS]

- 1 For the birth of a child or to adopt a child
- 2 To take care of a newborn, a newly adopted child, or a newly placed foster child
- 3 To care for a spouse, parent, son, or daughter with a serious health condition (a serious health condition that requires treatment from a healthcare provider)
- 4 For your own serious health condition (a serious health condition that requires treatment from a healthcare provider)

SUMMARY OF NO TIME OFF

- | | |
|-----|--|
| 97% | For the birth of a child or to adopt a child |
| 97% | To take care of a newborn, a newly adopted child, or a newly placed foster child |
| 75% | To care for a spouse, parent, son, or daughter with a serious health condition |
| 53% | For your own serious health condition |

SUMMARY OF SOME TIME OFF, LESS THAN 1 WEEK

- | | |
|-----|--|
| 1% | For the birth of a child or to adopt a child |
| 1% | To take care of a newborn, a newly adopted child, or a newly placed foster child |
| 14% | To care for a spouse, parent, son, or daughter with a serious health condition |
| 19% | For your own serious health condition |

SUMMARY OF 1-4 WEEKS

- | | |
|-----|--|
| * | For the birth of a child or to adopt a child |
| 1% | To take care of a newborn, a newly adopted child, or a newly placed foster child |
| 8% | To care for a spouse, parent, son, or daughter with a serious health condition |
| 13% | For your own serious health condition |

SUMMARY OF 5-8 WEEKS

- | | |
|----|--|
| * | For the birth of a child or to adopt a child |
| 1% | To take care of a newborn, a newly adopted child, or a newly placed foster child |
| 1% | To care for a spouse, parent, son, or daughter with a serious health condition |
| 6% | For your own serious health condition |

SUMMARY OF 9-12 WEEKS

- 1% For the birth of a child or to adopt a child
- * To take care of a newborn, a newly adopted child, or a newly placed foster child
- * To care for a spouse, parent, son, or daughter with a serious health condition
- 4% For your own serious health condition

SUMMARY OF MORE THAN 12 WEEKS

- * For the birth of a child or to adopt a child
- * To take care of a newborn, a newly adopted child, or a newly placed foster child
- 1% To care for a spouse, parent, son, or daughter with a serious health condition
- 5% For your own serious health condition

BASE: TOOK TIME OFF TO CARE FOR FAMILY MEMBER (Q500/3 AND 501/2-6) (n=352)

Q505 Which of the following describes the serious health condition(s) of your parent, spouse, or child for whom you took time off to provide care within the past 5 years? Please select all that apply.

18%	Cancer
16%	Physical injury due to accident
8%	Diabetes
6%	Mental health condition
3%	Infection/Virus (sinus, strep, ear, etc.)
2%	Alzheimers
1%	Back/Spine pain/injury
1%	Migraines/Headaches
1%	Kidney problems
1%	Gastro intestinal diseases mentions
23%	Cardiovascular Diseases (NET)
20%	Heart attack or heart condition
4%	Stroke
18%	Surgical Procedures (NET)
3%	Back/Spinal surgery
3%	Surgery (unsp)
2%	Knee surgery/replacement
2%	Foot/Ankle surgery
1%	Cataract/Eye surgery
1%	Shoulder surgery
1%	Hip surgery/replacement
*	Hernia surgery
*	Gall bladder surgery
*	Appendix Removed
6%	Other surgical procedures mentions
9%	Respiratory/Pulmonary Diseases (NET)
3%	Pneumonia
3%	Asthma
1%	Flu/Cold
1%	Bronchial infection
2%	Other respiratory/pulmonary disorder mentions
1%	Gynecological Problems (NET)
1%	Other gynecological problems mentions
13%	Other
1%	None/Nothing
1%	Decline to answer/No answer

Note: Bolded responses appeared on the questionnaire as response options for respondents during the course of the survey. Responses in regular font represent categories created after the survey to describe the other responses that survey respondents provided in writing.

BASE: TOOK TIME OFF TO CARE FOR FAMILY MEMBER (Q500/3 AND 501/2-6) (n=352)

Q510 Thinking again about the serious health condition(s) of your parent, spouse, or child for whom you took time off to provide care within the past 5 years, would you describe this health condition(s) as:

- 36% A long-term health condition(s) that lasted (or will likely last) six months or more
- 44% A short-term health condition(s) that lasted (or will likely last) less than six months
- 12% Both (one or more long term conditions, and one or more short-term conditions)
- 8% Not sure if it is a long-term or short-term condition

BASE: TOOK TIME OFF TO CARE FOR SELF (Q500/4 AND Q501/2-6) (n=652)

Q515 Which of the following describes your serious health condition(s) for which you took time off during the past 5 years? Please select all that apply.

20%	Physical injury due to accident
7%	Cancer
4%	Diabetes
3%	Gastro intestinal diseases mentions
2%	Back/Spine pain/injury
2%	Infection/Virus (sinus, strep, ear, etc.)
1%	Mental health condition
1%	Kidney problems
1%	High Blood Pressure
*	Migraines/Headaches
27%	Surgical Procedures (NET)
4%	Knee surgery/replacement
3%	Surgery (unsp)
2%	Hernia surgery
2%	Foot/Ankle surgery
2%	Back/Spinal surgery
1%	Appendix Removed
1%	Shoulder surgery
1%	Gall bladder surgery
1%	Hip surgery/replacement
1%	Cataract/Eye surgery
8%	Other surgical procedures mentions
14%	Respiratory/Pulmonary Diseases (NET)
6%	Flu/Cold
3%	Asthma
3%	Pneumonia
1%	Bronchial infection
3%	Other respiratory/pulmonary disorder mentions
11%	Cardiovascular Diseases (NET)
10%	Heart attack or heart condition
*	Stroke
*	Other cardiovascular diseases mentions
3%	Gynecological Problems (NET)
2%	Hysterectomy
*	Other gynecological problems mentions
10%	Other
1%	None/Nothing
1%	Don't know
1%	Decline to answer/No answer

Note: Bolded responses appeared on the questionnaire as response options for respondents during the course of the survey. Responses in regular font represent categories created after the survey to describe the other responses that survey respondents provided in writing.

BASE: TOOK TIME OFF TO CARE FOR SELF (Q500/4 AND Q501/2-6) (n=652)

Q520 Thinking again about your serious health condition(s) for which you took time off during the past 5 years, would you describe this health condition(s) as:

- 25% A long-term health condition(s) that lasted (or will likely last) six months or more
- 57% A short-term health condition(s) that lasted (or will likely last) less than six months
- 7% Both (one or more long term conditions, and one or more short-term conditions)
- 11% Not sure if it is a long-term or short-term condition

BASE: TOOK TIME OFF [Q500/1 or 2 or 3 or 4 AND 501/2-6] (n=802)

Q525 When you took this time off within the past 5 years [INSERT Q500/1 IF 501/2-6 “ , or” Q500/2 IF 501/2-6 “ , or” Q500/3 IF 501/2-6 “ , or” Q500/4 IF 501/2-6], how many consecutive days did you usually take off from work all at one time? Please choose one of the following:

- 11% Usually less than 1 full day at a time
- 35% Usually no more than 1 - 2 days in a row
- 48% Usually at least 3 or more days in a row
- 6% Not sure

BASE: TOOK TIME OFF [Q500/1 or 2 or 3 or 4 AND 501/2-6] (n=802)

Q530 Within the past 5 years, what is the most amount of time that you have taken off from work during a 12-month period of continuous employment [INSERT Q500/1 IF 501/2-6 “ , and ”Q500/2 IF 501/2-6 “ , and” Q500/3 IF 501/2-6 “ , and” Q500/4 IF 501/2-6].

Please add up all different instances of time taken off in a 12 month period, even if you did not take the time off all at once. (For example, if during one 12-month period, you took 4 weeks off to care for a spouse, returned to your job, and then later took 2 weeks off for your own serious health condition, that would count as a total of 6 weeks of time off. Count paid time off as well as unpaid time off. Please do not include time off for vacation or pleasure or due to unemployment.).

11% TOP 2 BOX (NET)

- 7% More than 16 weeks
- 4% 13 - 16 weeks
- 7% 9 - 12 weeks
- 13% 5 - 8 weeks

69% BOTTOM 2 BOX (NET)

- 38% 1 - 4 weeks
- 31% Less than 1 week in total during a 12-month period

BASE: TOOK TIME OFF [Q500/1 or 2 or 3 or 4 AND 501/2-6] (n=802)

Q535 During the 12-month period in which you took the time off from work described in the previous question, were you employed by your current, primary employer? (If you work for more than one employer, remember that your current “primary” employer is the employer for which you currently work the most hours during an average week.) (Select one.)

- 89% Yes, I was employed by my current primary employer when I took the time off, and I took the time off from my current primary employer
- 3% Yes, I was employed by my current primary employer and another employer when I took the time off, and I took the time off from both employers
- * Yes, I was employed by my current primary employer and another employer when I

- took the time off, but I took the time off only from the other employer (I did not take the time off from my current primary employer)
- 8% No, I was not employed by my current primary employer when I took the time off, and the time was taken off while I was working for another employer

BASE: Did not take the time off from current employer (Q535/3 or 4) (n=72)

Q540 During the period in which you took this time off, about how many employees in total worked at your work location for the employer from which you took the time off? Please include permanent employees and temporary/contract employees at this location. Your best guess is fine.

- 37% Less than 50 employees
- 63% 50 or more employees

BASE: ALL QUALIFIED RESPONDENTS (Q470/1) (n=1,356)

Q545 Within the past 5 years, have you requested time off from work for any of the following reasons? Please check one box in each row.

[Columns]

- 1 Did not request time off for this reason
- 2 Requested time off, but not able to take any time off
- 3 Requested time off, and able to take some but not all of requested time off
- 4 Request time off, and able to take all requested time off

[Rows]

- 1 For the birth of a child or to adopt a child
- 2 To take care of a newborn, a newly adopted child, or a newly placed foster child
- 3 To care for a spouse, parent, son, or daughter with a serious health condition (a serious health condition that requires treatment from a health care provider)
- 4 For your own serious health condition (a serious health condition that requires treatment from a health care provider)

SUMMARY OF DID NOT REQUEST TIME OFF

- 98% For the birth of a child or to adopt a child
- 98% To take care of a newborn, a newly adopted child, or a newly placed foster child
- 75% To care for a spouse, parent, son, or daughter with a serious health condition
- 57% For your own serious health condition

SUMMARY OF REQUESTED TIME OFF, BUT NOT ABLE TO TAKE ANY

- * For the birth of a child or to adopt a child
- * To take care of a newborn, a newly adopted child, or a newly placed foster child
- 1% To care for a spouse, parent, son, or daughter with a serious health condition
- 1% For your own serious health condition

SUMMARY OF REQUESTED TIME OFF, ONLY ABLE TO TAKE SOME AND NOT ALL OF TIME

- * For the birth of a child or to adopt a child
- 1% To take care of a newborn, a newly adopted child, or a newly placed foster child
- 2% To care for a spouse, parent, son, or daughter with a serious health condition
- 1% For your own serious health condition

SUMMARY OF REQUESTED TIME OFF, ABLE TO TAKE ALL OF TIME OFF

- 1% For the birth of a child or to adopt a child
- 1% To take care of a newborn, a newly adopted child, or a newly placed foster child
- 22% To care for a spouse, parent, son, or daughter with a serious health condition
- 41% For your own serious health condition

BASE: UNABLE TO TAKE TIME OFF OR UNABLE TO TAKE ALL TIME REQUESTED OFF [Q545/1,2,3 OR 4 AND Q546/2] OR [Q545/1,2,3 OR 4 AND Q546/3] (n=69)

Q550 What obstacles, if any, prevented you from taking (all of) the time off that you requested for the reasons mentioned in the previous question, such as to care for a family member or for your own serious health condition? Please select all that apply.

- 39% Employer allowed you to take some time off, but not all of the time off that you needed
- 31% You were concerned about how taking time off would affect your job security
- 22% You felt too busy at your job to take time off
- 15% Employer did not allow you to take any time off
- 13% Other
- 10% Loss of Pay (unaided)**
- 4% None/Nothing
- * Refuse/Decline to answer

** Responses related to “loss of pay” were provided by 10% of respondents even though the pre-printed survey did not include “loss of pay” among the response options.

BASE: ALL QUALIFIED RESPONDENTS (Q470/1) (n=1,356)

Q555 Are you aware that there is a law called the Family and Medical Leave Act (FMLA), which requires employers of a certain size to allow certain employees to take up to 12 weeks of unpaid leave due to certain family-related obligations or due to the employee’s own serious health condition?

- 91% Yes
- 9% No

BASE: AWARE OF FMLA (Q555/1) (n=1,226)

Q560 How did you first become aware of the Family and Medical Leave Act (FMLA)? Please select one choice.

- 50% Employer
- 28% Media
- 5% Coworkers
- 3% Family or friends
- 1% Doctor or health care provider
- 1% Insurance company
- 7% Not sure
- 6% Other

BASE: ALL QUALIFIED RESPONDENTS (Q470/1) (n=1,356)

Q565 The Family and Medical Leave Act (FMLA) requires most employers that have at least 50 employees (and some other employers) to allow employees who work an average of at least 25 hours per week within a year to take up to 12 weeks of unpaid leave during a 12-month period for any of the following reasons:

- For the birth of a child or to adopt a child
- To take care of a newborn, a newly adopted child, or a newly placed foster child
- To care for a spouse, parent, son, or daughter with a serious health condition
- When the employee himself/herself is unable to work due to the employee's own serious health condition

This law also requires these employers to:

- Continue to provide existing health insurance coverage to employees while they are on leave.
- Give the employee back his/her old job or a similar job with the same level of pay and benefits when the employee returns to work.

In order to receive this type of time off under FMLA, the law requires an employee to provide proof to his/her employer that the time off is for a reason that meets one of the conditions described above.

How important is it to you personally to know that employers are required by law to allow employees to take time off for the above reasons?

- 88% TOP 2 BOX(NET)**
- 66% (4) Very important
- 23% (3) Somewhat important
- 12% BOTTOM 2 BOX(NET)**
- 8% (2) Not too important
- 4% (1) Not at all important
- 3.5 MEAN

BASE: TOOK TIME OFF [Q500/1 or 2 or 3 or 4 AND 501/2-6]

Q570 Within the past 5 years, when you took time off from work for the reasons below, did you use leave under the Family and Medical Leave Act (FMLA) or another type of leave? Please check all that apply in each row.

[COLUMNS]

- 1 Family and Medical Leave Act (FMLA) leave
- 2 Another type of leave (sick leave or vacation leave, paid time off (PTO), short-term or long-term disability leave, other leave)
- 3 Don't know

[ROWS]

- 1 For the birth of a child or to adopt a child
- 2 To take care of a newborn, a newly adopted child, or a newly placed foster child
- 3 To care for a spouse, parent, son, or daughter with a serious health condition (serious health conditions that require treatment from a health care provider)
- 4 For your own serious health condition (serious health conditions that require treatment from a health care provider)

Base: Took time off for the birth of a child or to adopt a child (n=40)

- 9% Family and Medical Leave Act (FMLA) leave
- 38% Another type of leave (sick leave or vacation leave, paid time off (PTO), short-term or long-term disability leave, other leave)
- 53% Not Sure

Base: Took time off to take care of a newborn, a newly adopted child, or a newly placed foster child (n=36)

- 3% Family and Medical Leave Act (FMLA) leave
- 46% Another type of leave (sick leave or vacation leave, paid time off (PTO), short-term or long-term disability leave, other leave)
- 51% Not Sure

Base: Took time off to care for a spouse, parent, son, or daughter with a serious health condition that requires treatment from a health care provider (n=352)

- 13% Family and Medical Leave Act (FMLA) leave
- 77% Another type of leave (sick leave or vacation leave, paid time off (PTO), short-term or long-term disability leave, other leave)
- 13% Not Sure

Base: Took time off for your own serious health condition that requires treatment from a health care provider (n=652)

- 12% Family and Medical Leave Act (FMLA) leave
- 88% Another type of leave (sick leave or vacation leave, paid time off (PTO), short-term or long-term disability leave, other leave)
- 4% Not Sure

BASE: USED FMLA (Q570/1,2,3 OR 4 AND 571/1) (n=133)

Q575 In the past 5 years, approximately how many weeks of FMLA leave have you taken in total for the reasons mentioned previously, such as to care for a family member or due to your own serious health condition? (Please add up all different instances of FMLA leave taken in the past 5 years, even if you did not take the time off all at once. For example, if during the past 5 years, you took 6 weeks of FMLA leave to care for a spouse, returned to your job, and then later took 4 weeks of FMLA leave for your own serious health condition, that would count as a total of 10 weeks of FMLA leave.)

- 18% TOP 2 BOX (NET)**
- 15% More than 16 weeks
- 3% 13 - 16 weeks
- 22% 9 - 12 weeks
- 17% 5 - 8 weeks
- 43% BOTTOM 2 BOX (NET)**
- 29% 1 - 4 weeks
- 14% Less than 1 week

BASE: USED FMLA (Q570/1,2,3 OR 4 AND 571/1) (n=133)

Q580 If you had not been able to take FMLA leave, which one of the following best describes what you think would have happened? Please select one.

- 64% You would have taken the same amount of time off, but would have used other leave instead of FMLA leave (vacation leave or sick leave, paid time off (PTO), short-term or long-term disability leave, or other leave)
- 11% You would have lost your job or quit your job
- 7% You would have taken less time off
- 7% You would not have taken time off, but would have reduced your work schedule and/or or tried to work from home
- 3% Other
- 8% Not sure

SECTION: DEMOGRAPHICS

BASE: ALL QUALIFIED RESPONDENTS (Q470/1) UNLESS OTHERWISE NOTED

Q102 Gender (n=1,356)

49% Male
51% Female

Q105 Age (n=1,356)

42% 50-54
34% 55-59
16% 60-64
8% 65+

Q174 Region (n=1,356)

24% East
22% Midwest
34% South
20% West

Q216 Education (n=1,356)

* Less than high school
1% Some high school
34% High school or equivalent (e.g., GED)
18% Some college, but no degree
10% Associate's degree
18% College (e.g., B.A., B.S.)
5% Some graduate school, but no degree
13% Graduate school (e.g., M.S., M.D., Ph.D.)

Q244 Race (n=1,356)

77%	White
19%	Non-White (NET)
10%	Black/African American (NET)
6%	Black
4%	African American
1%	Asian or Pacific Islander
*	Native American or Alaskan native
1%	Mixed racial background
*	Other race
7%	Hispanic
3%	Decline to answer

Q202 Marital Status (n=1,356)

- 6% Single, never married
- 64% Married
- 18% Divorced
- 1% Separated
- 5% Widowed
- 5% Living with partner

SECTION: CUSTOM DEMOGRAPHICS

BASE: ALL QUALIFIED RESPONDENTS (Q470/1) UNLESS OTHERWISE NOTED

Q800 IF YOU WORK FOR MORE THAN ONE EMPLOYER, REMEMBER THAT YOUR CURRENT "PRIMARY" EMPLOYER IS the employer for which you currently work the most hours during an average week.

Which of the following best describes your current primary employer? (n=1,356)

- Public school or university 12%
- Private school or university 3%
- Federal, state, or local government (other than public school) 15%
- Non-profit organization (other than government) 6%
- For-profit company 59%
- Other 6%

Q805 In total, approximately how many employees work for your current primary employer at all locations in the United States? (Please include permanent workers and temporary/contract workers.) (n=1,356)

- 50-99 9%
- 100-499 18%
- 500-999 10%
- 1,000-9,999 26%
- 10,000 or more 27%
- Not sure 10%

Q810 In what industry or type of business is your current primary employer primarily involved?
Please select one option from the following list. (n=1,356)

Education	15%
Healthcare	12%
Manufacturing	11%
Retail Trade	10%
Public Administration/Government	7%
Banking & Finance	4%
Other Services	4%
Transportation & Warehousing	3%
Technology Services	3%
Construction (heavy/special trades)	3%
Telecommunications	2%
Insurance	2%
Automotive Services	2%
Engineering Services	2%
Administrative Support Services	2%
Real Estate	2%
Accommodation and Food Services	1%
Arts, Entertainment & Recreation	1%
Legal Services	1%
Military	1%
Wholesale Trade	1%
Printing Trade	1%
Communications	1%
Travel	1%
Religious/Non-Profit Organizations	1%
Utilities	1%
Social Assistance	1%
Research Services	1%
Mining	1%
Waste Management/Remediation Services	*
Advertising/Marketing	*
Agriculture./Forestry/Fishing/Hunting	*
Other	5%

Q812 What is your current position at your current, primary employer? (n=1,356)

Staff, non-managerial employee	52%
Middle management	24%
Upper/senior management/business owner	7%
Something else	16%

Q815 How would you describe your current health? (n=1,356)

Excellent	10%
Very good	33%
Good	44%
Fair	11%
Poor	1%

BASE: MARRIED/PARTNER (Q202/2 OR 6) (n=904)

Q820 How would you describe your spouse's (partner's) health?

Excellent	7%
Very good	30%
Good	46%
Fair	14%
Poor	3%

Q825 Which of the following categories best describes **your current annual income**, before taxes, including wages or salary, Social Security, pensions, and interest or dividends on savings and investments? (n=1,356)

Less than \$25,000	8%
\$25,000 up to \$50,000	25%
\$50,000 up to \$75,000	22%
\$75,000 up to \$100,000	12%
\$100,000 up to \$150,000	12%
\$150,000 or more	8%
Decline to answer	13%

Q830 Which of the following categories best describes **your household current annual income**, before taxes, including wages or salary, Social Security, pensions, and interest or dividends on savings and investments? (n=1,356)

Less than \$25,000	6%
\$25,000 up to \$50,000	18%
\$50,000 up to \$75,000	19%
\$75,000 up to \$100,000	14%
\$100,000 up to \$150,000	17%
\$150,000 or more	11%
Decline to answer	15%